

**2011 KEA ESP Survey Results: Monroe County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		86		12		7		22		4		30		0		0		10	
<b>Demographics</b>																			
Job category	Clerical	12	14%																
	Custodial	7	8%																
	Food Services	22	26%																
	Inst. Assts.	30	35%																
	Health/Student Services	4	5%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	10	12%																
Work location	Elementary	37	43%	9	75%	0	0%	10	45%	0	0%	13	43%	0	0%	0	0%	0	0%
	Middle	18	21%	2	17%	0	0%	5	23%	0	0%	7	23%	0	0%	0	0%	0	0%
	High School	13	15%	1	8%	0	0%	7	32%	0	0%	2	7%	0	0%	0	0%	1	10%
	District Wide	4	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	3	30%
	Other Dist. Site	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	Combination	8	9%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	6	60%
Years employed	1 year	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	2-5 years	15	17%	1	8%	0	0%	4	18%	0	0%	5	17%	0	0%	0	0%	3	30%
	6-9 years	26	30%	3	25%	0	0%	10	45%	0	0%	5	17%	0	0%	0	0%	3	30%
	10-14 years	17	20%	2	17%	0	0%	2	9%	0	0%	10	33%	0	0%	0	0%	2	20%
	15-19 years	15	17%	1	8%	0	0%	4	18%	0	0%	6	20%	0	0%	0	0%	1	10%
	20-24 years	8	9%	4	33%	0	0%	1	5%	0	0%	3	10%	0	0%	0	0%	0	0%
	25 or more	3	3%	1	8%	0	0%	1	5%	0	0%	1	3%	0	0%	0	0%	0	0%
Years in district	1 year	15	17%	1	8%	0	0%	4	18%	0	0%	6	20%	0	0%	0	0%	1	10%
	2-5 years	8	9%	4	33%	0	0%	1	5%	0	0%	3	10%	0	0%	0	0%	0	0%
	6-9 years	3	3%	1	8%	0	0%	1	5%	0	0%	1	3%	0	0%	0	0%	0	0%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	20-24 years	19	22%	1	8%	0	0%	5	23%	0	0%	7	23%	0	0%	0	0%	3	30%
25 or more	25	29%	4	33%	0	0%	9	41%	0	0%	4	13%	0	0%	0	0%	3	30%	

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**2011 KEA ESP Survey Results: Monroe County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	53	62%	8	67%	0	0%	18	82%	0	0%	14	47%	0	0%	0	0%	8	80%
	tech/vocational	5	6%	2	17%	0	0%	1	5%	0	0%	1	3%	0	0%	0	0%	1	10%
	some college	11	13%	2	17%	0	0%	0	0%	0	0%	7	23%	0	0%	0	0%	1	10%
	associate's	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	bachelor's	10	12%	0	0%	0	0%	0	0%	0	0%	7	23%	0	0%	0	0%	0	0%
	master's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	61	71%	10	83%	0	0%	19	86%	0	0%	18	60%	0	0%	0	0%	6	60%
	1	20	23%	2	17%	0	0%	3	14%	0	0%	9	30%	0	0%	0	0%	3	30%
	2	3	3%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	1	10%
Additional jobs outside district?	None	68	79%	10	83%	0	0%	18	82%	0	0%	27	90%	0	0%	0	0%	3	30%
	1	13	15%	2	17%	0	0%	3	14%	0	0%	2	7%	0	0%	0	0%	5	50%
	2	4	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	2	20%
Hours worked per week	0-10 hours	3	3%	0	0%	0	0%	1	5%	0	0%	1	3%	0	0%	0	0%	0	0%
	11-20 hours	9	10%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%	6	60%
	21-30 hours	32	37%	3	25%	0	0%	15	68%	0	0%	12	40%	0	0%	0	0%	2	20%
	31-40 hours	34	40%	9	75%	0	0%	3	14%	0	0%	14	47%	0	0%	0	0%	0	0%
	over 40 hours	7	8%	0	0%	0	0%	1	5%	0	0%	3	10%	0	0%	0	0%	2	20%
Earn more than half household income?	Yes	59	69%	11	92%	0	0%	14	64%	0	0%	24	80%	0	0%	0	0%	4	40%
	No	22	26%	1	8%	0	0%	7	32%	0	0%	5	17%	0	0%	0	0%	6	60%
Gender	Female	68	79%	12	100%	0	0%	21	95%	0	0%	26	87%	0	0%	0	0%	1	10%
	Male	16	19%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	9	90%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25-29	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	30-39	9	10%	0	0%	0	0%	2	9%	0	0%	3	10%	0	0%	0	0%	1	10%
	40-49	23	27%	5	42%	0	0%	2	9%	0	0%	10	33%	0	0%	0	0%	3	30%
	50-59	23	27%	3	25%	0	0%	6	27%	0	0%	10	33%	0	0%	0	0%	2	20%
	60-64	15	17%	3	25%	0	0%	4	18%	0	0%	5	17%	0	0%	0	0%	2	20%
	65 or older	12	14%	1	8%	0	0%	7	32%	0	0%	0	0%	0	0%	0	0%	2	20%

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**2011 KEA ESP Survey Results: Monroe County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	3	4%	1	8%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	2	2%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	Caucasian	81	95%	12	100%	0	0%	22	100%	0	0%	27	90%	0	0%	0	0%	10	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	10	12%	2	17%	0	0%	3	14%	0	0%	5	17%	0	0%	0	0%	0	0%
	No	75	87%	10	83%	0	0%	18	82%	0	0%	25	83%	0	0%	0	0%	10	100%
Satisfied with KEA?	satisfied/very	6	7%	2	17%	0	0%	1	5%	0	0%	3	10%	0	0%	0	0%	0	0%
	neither	2	2%	0	0%	0	0%	1	5%	0	0%	1	3%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	75	87%	10	83%	0	0%	18	82%	0	0%	25	83%	0	0%	0	0%	10	100%

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### 2011 KEA ESP Survey Results: Monroe County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	6	7%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	No	80	93%	12	100%	0	0%	22	100%	0	0%	26	87%	0	0%	0	0%	10	100%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	4	5%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	80	93%	12	100%	0	0%	22	100%	0	0%	26	87%	0	0%	0	0%	10	100%
If so, compensated?	Yes	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	not applicable	80	93%	12	100%	0	0%	22	100%	0	0%	26	87%	0	0%	0	0%	10	100%
Benefits a main factor in employment?	Yes	54	63%	9	75%	0	0%	15	68%	0	0%	18	60%	0	0%	0	0%	5	50%
	No	19	22%	3	25%	0	0%	3	14%	0	0%	8	27%	0	0%	0	0%	3	30%
% salary going toward health insurance	0%	16	19%	1	8%	0	0%	2	9%	0	0%	7	23%	0	0%	0	0%	3	30%
	1-10%	37	43%	5	42%	0	0%	16	73%	0	0%	11	37%	0	0%	0	0%	2	20%
	11-25%	19	22%	4	33%	0	0%	2	9%	0	0%	6	20%	0	0%	0	0%	4	40%
	26-50%	6	7%	1	8%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	1	10%
	51-75%	2	2%	1	8%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	over 75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Training and PD</b>																			
Where received initial training?	department	16	19%	3	25%	0	0%	4	19%	0	0%	6	20%	0	0%	0	0%	1	10%
	school district	63	75%	11	92%	0	0%	17	81%	0	0%	21	70%	0	0%	0	0%	9	90%
	college	7	8%	0	0%	0	0%	0	0%	0	0%	6	20%	0	0%	0	0%	0	0%
	KEA	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	20%
	NEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	6	7%	1	8%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	1	10%
From inside district, outside or both?	within school district	52	60%	6	50%	0	0%	18	82%	0	0%	17	57%	0	0%	0	0%	5	50%
	outside school district	6	7%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	both	24	28%	5	42%	0	0%	2	9%	0	0%	8	27%	0	0%	0	0%	5	50%
Do you receive ongoing PD from District?	Yes	61	71%	7	58%	0	0%	9	41%	0	0%	29	97%	0	0%	0	0%	7	70%
	No	19	22%	5	42%	0	0%	8	36%	0	0%	1	3%	0	0%	0	0%	3	30%
How many days?	0 days	19	22%	5	42%	0	0%	6	27%	0	0%	2	7%	0	0%	0	0%	4	40%
	1-4 days	52	60%	7	58%	0	0%	10	45%	0	0%	23	77%	0	0%	0	0%	5	50%
	5-8 days	6	7%	0	0%	0	0%	1	5%	0	0%	4	13%	0	0%	0	0%	0	0%
	more than 8 days	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	10%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
<b>Job Performance</b>																				
Regularly evaluated?	Yes	78	91%	12	100%	0	0%	19	86%	0	0%	28	93%	0	0%	0	0%	8	80%	
	No	6	7%	0	0%	0	0%	1	5%	0	0%	2	7%	0	0%	0	0%	2	20%	
How often?	once/month	8	9%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	1	10%	
	once/quarter	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
	every 6 months	7	8%	0	0%	0	0%	5	23%	0	0%	1	3%	0	0%	0	0%	1	10%	
	once/year	67	78%	11	92%	0	0%	17	77%	0	0%	24	80%	0	0%	0	0%	8	80%	
Who evaluates?	supervisor	52	60%	5	42%	0	0%	21	95%	0	0%	11	37%	0	0%	0	0%	7	70%	
	administrator	19	22%	5	42%	0	0%	0	0%	0	0%	11	37%	0	0%	0	0%	2	20%	
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	combination of people	10	12%	1	8%	0	0%	0	0%	0	0%	6	20%	0	0%	0	0%	1	10%	
My supervisor helps me be effective in my job.	agree/strongly	71	83%	10	83%	0	0%	19	86%	0	0%	25	83%	0	0%	0	0%	9	90%	
	neither	11	13%	2	17%	0	0%	1	5%	0	0%	3	10%	0	0%	0	0%	1	10%	
	disagree/ strongly	3	3%	0	0%	0	0%	1	5%	0	0%	2	7%	0	0%	0	0%	0	0%	

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<b>Working Conditions</b>																			
Job description?	Yes	83	97%	12	100%	0	0%	22	100%	0	0%	28	93%	0	0%	0	0%	10	100%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Is it accurate?	Yes	72	84%	8	67%	0	0%	21	95%	0	0%	24	80%	0	0%	0	0%	10	100%
	No	10	12%	4	33%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	48	56%	11	92%	0	0%	12	55%	0	0%	16	53%	0	0%	0	0%	5	50%
	No	35	41%	1	8%	0	0%	8	36%	0	0%	14	47%	0	0%	0	0%	5	50%
% beyond primary responsibilities	0%	25	29%	1	8%	0	0%	4	18%	0	0%	10	33%	0	0%	0	0%	4	40%
	1-10%	34	40%	7	58%	0	0%	11	50%	0	0%	10	33%	0	0%	0	0%	4	40%
	11-15%	4	5%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	1	10%
	16-25%	5	6%	2	17%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	1	10%
	more than 25%	9	10%	2	17%	0	0%	2	9%	0	0%	3	10%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	65	76%	11	92%	0	0%	13	59%	0	0%	22	73%	0	0%	0	0%	9	90%
	neither	15	17%	1	8%	0	0%	7	32%	0	0%	6	20%	0	0%	0	0%	0	0%
	disagree/ strongly	4	5%	0	0%	0	0%	1	5%	0	0%	2	7%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	36	42%	5	42%	0	0%	14	64%	0	0%	11	37%	0	0%	0	0%	1	10%
	No	39	45%	7	58%	0	0%	4	18%	0	0%	15	50%	0	0%	0	0%	9	90%
Administer medications?	Yes	36	42%	5	42%	0	0%	14	64%	0	0%	11	37%	0	0%	0	0%	1	10%
	No	77	90%	9	75%	0	0%	22	100%	0	0%	28	93%	0	0%	0	0%	10	100%
If so, properly trained?	Yes	7	8%	3	25%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	33	38%	3	25%	0	0%	10	45%	0	0%	10	33%	0	0%	0	0%	6	60%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	53	62%	7	58%	0	0%	13	59%	0	0%	21	70%	0	0%	0	0%	3	30%
	No	28	33%	5	42%	0	0%	6	27%	0	0%	8	27%	0	0%	0	0%	7	70%
Seniority recognized for awarding job positions?	Yes	25	29%	5	42%	0	0%	7	32%	0	0%	9	30%	0	0%	0	0%	1	10%
	No	51	59%	6	50%	0	0%	11	50%	0	0%	17	57%	0	0%	0	0%	9	90%

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Instructional Assistants expected to cover classes?	Yes	12	14%	0	0%	0	0%	0	0%	0	0%	12	40%	0	0%	0	0%	0	0%
	No	18	21%	0	0%	0	0%	0	0%	0	0%	18	60%	0	0%	0	0%	0	0%
	not applicable	56	65%	12	100%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	2-3 times/week	5	6%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	6-10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	3	0%	0	0%	0	0%	0	0%	0	0%	3	0%	0	0%	0	0%	0	0%
	not applicable	74	86%	12	100%	0	0%	22	100%	0	0%	18	60%	0	0%	0	0%	10	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	81	94%	12	100%	0	0%	21	95%	0	0%	27	90%	0	0%	0	0%	10	100%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	56	65%	11	92%	0	0%	6	27%	0	0%	23	77%	0	0%	0	0%	8	80%
	No	17	20%	0	0%	0	0%	8	36%	0	0%	7	23%	0	0%	0	0%	1	10%
Trained on student discipline policies and processes?	Yes	55	64%	5	42%	0	0%	9	41%	0	0%	26	87%	0	0%	0	0%	9	90%
	No	22	26%	6	50%	0	0%	7	32%	0	0%	4	13%	0	0%	0	0%	1	10%
Peer to peer bullying or harassment an issue?	Yes	7	8%	0	0%	0	0%	1	5%	0	0%	5	17%	0	0%	0	0%	1	10%
	No	74	86%	11	92%	0	0%	19	86%	0	0%	24	80%	0	0%	0	0%	9	90%
Bullying or harassment by supervisor an issue?	Yes	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	82	95%	11	92%	0	0%	21	95%	0	0%	29	97%	0	0%	0	0%	10	100%
Enjoy working in this school district?	agree/strongly	79	92%	11	92%	0	0%	20	91%	0	0%	27	90%	0	0%	0	0%	10	100%
	neither	5	6%	1	8%	0	0%	2	9%	0	0%	1	3%	0	0%	0	0%	0	0%
	disagree/ strongly	2	2%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%

\*No reporting was done for job categories with less than 10 respondents.